

Co-Chair's Senator Kushner, Representative Sanchez, Vice-Chair's Senator Cabrera and Representative Wilson, Ranking Member's Senator Sampson and Representative Ackert of the Labor and Public Employees Committee:

My name is Taylor Biniarz and I am in Ellington, Connecticut. I stand in support of HB 6859 - An Act Concerning Predictable Schedules. This bill will help stabilize working families and those without by limiting on-call scheduling.

I actually work in this field, politics but without a degree it is tough to find full time employment, so I often search for jobs that happen to be on call during the off times. I once worked a job in making and selling products in the manufacturing/beverage service industry.

When I worked there I was given two types of schedules. I was either told my schedule at the beginning of the week, or I was told about the next day on the present day. Both of those schedules consistently changed. I was often either told I wasn't needed on said day or cut early into one day but then also was called in on days I wasn't scheduled. I felt like I couldn't say no because early on I was asked to and when I stated in the group chat that I had plans, they were questioned harshly by a coworker, the owner's son.

When I was told I didn't have to come in on the next day I felt like I could not make plans, or even sleep in just in case I was called in especially due to my close proximity. I drove to work and found out I wasn't needed many times. I was scared every time I had to leave early or come in late due to my therapy, which I always let them know in advance. My mental health suffered greatly and I had to call out sometimes because of it getting worse, causing my lack of sleep, and affecting my physical health as well.

I received several overdraft fees due to automatic bills being taken out of my account due to some of my hours being shorter than expected which coupled with the fact that I wasn't making a living wage made it worse. If I had to cancel a therapy appointment then I would have had a 75 dollar fee. To put that in perspective, when I learnt about this same hearing four years ago, I had a therapy appointment that day and when I canceled it to go testify, I was within one hour of a cancellation fee. Honestly, I would

have taken the fee four years ago because this bill is important enough to me and the working people across this state.

This bill would have helped me by being more financially consistent but it would have helped my mental health more, by not making me suffer significantly. I do not have nor want children but I cannot imagine working an on call job if I did.

I strongly support HB 6859. I hope this Committee and Connecticut lawmakers will finally vote favorably this year to empower Connecticut's hourly workers by limiting abusive scheduling practices.

And for years now I have ended my testimony with the same statement and I want all those in opposition to hear me state this. To say this will hurt businesses isn't a just statement because it will not hurt good businesses because a business that cannot treat their employees with the respect and dignity they deserve is not a good business anyways.

Thank you for your time,

Taylor Biniarz.